

**U.S. EMBASSY KUWAIT  
VACANCY ANNOUNCEMENT NO. 048-15**

**OPEN TO:** ALL INTERESTED CANDIDATES

**POSITION:** MIDDLE EAST PARTNERSHIP INITIATIVE (MEPI)  
ADMINISTRATOR  
FSN-6401-10\*; FP-05\*\* (Step 5 through Step 14)  
(FULL PERFORMANCE LEVEL)

or

MIDDLE EAST PARTNERSHIP INITIATIVE (MEPI)  
ADMINISTRATOR  
FSN-6401-09\*; FP-05\*\* (Step 1 through Step 4)  
(TRAINEE/DEVELOPMENTAL LEVEL)

**OPENING DATE:** October 15, 2015

**CLOSING DATE:** October 28, 2015

**WORKING HOURS:** FULL-TIME; 40 hours/week

**SALARY:** Full Performance Level:

**\*\* Not-Ordinarily Resident (NOR):**  
Position Grade: FP-05 (Step 5 through Step 14)  
US\$57,270 p.a. through US\$74,723 p.a.

**\* Ordinarily Resident (OR):**  
Position Grade: FSN-10  
Starting Salary: KD16,322 p.a.

**\*\* Final grade/salary to be determined by  
HR/OE – NEA/EX/HRD**

**\* Actual grade and salary will be based on  
the qualifications of the applicant.**

**Training/Developmental levels:**

**\*\* Not-Ordinarily Resident (NOR):**  
Position Grade: FP-05 (Step 1 through Step 4)  
US\$50,883 p.a. through US\$55,602 p.a.

**\* Ordinarily Resident (OR):**  
Position Grade: FSN-09  
Starting salary: KD 12,321 p.a.

**\*\* Final grade/salary to be determined by  
HR/OE – NEA/EX/HRD**

**\* Actual grade and salary will be based on  
the qualifications of the applicant.**

**IMPORTANT NOTE**

All U.S. Citizens (USEFMs, EFM or MOHs as defined below) of U.S. Government Employees assigned to the Mission and under Chief of Mission (COM) authority are eligible for consideration. A U.S. Citizen EFM does not have to be residing in country to be considered but the sponsoring officer under COM authority does have to be officially assigned to post.

ALL ORDINARILY RESIDENT (OR) APPLICANTS (See Appendix A) MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Embassy in Kuwait is seeking an individual for employment in the position of Middle East Partnership Initiative (MEPI) Administrator to work in the Economic Section.

**BASIC FUNCTION OF THE POSITION**

The MEPI Administrator is responsible for the development and monitoring of activities funded by the Middle East Partnership Initiative (MEPI) directly and through State Department and USG offices. The Administrator conducts outreach activities in the community to identify candidate organizations and leaders for the full range of MEPI programming, from local small

grants to region-wide programs. The Administrator maintains an active, daily set of relationships with nongovernmental, academic, and other groups interested in reform. The Administrator also uses these contacts to build an effective alumni network which supports MEPI activities and helps to build local capacity and interoperability among the various alumni present in Kuwait (USG programs, higher education, and professional training in the US).

**Duties Include:**

- Tracks activities undertaken by various NGOs, GOK entities and other groups active in Kuwait and reports the most important developments to the Embassy and, when necessary, the Department on a timely basis.
- Provides advice and recommendations to the local community of reformers, grant candidate organizations and leaders, nongovernmental, academic, and other groups interested in reform; implementers of MEPI directly awarded programs; working level officials of the host government, senior embassy management; the appropriate MEPI regional office; MEPI grants officers; USG visitors; and Department officials.
- Attends relevant events, especially those funded by MEPI, and writes substantive and analytical reports on such events.
- Supports the Embassy project officer for all MEPI small grants and is directly responsible to the grants officer at the appropriate MEPI regional office or in NEA/PI.
- Serves as the usual first point of contact for implementers of MEPI Washington (NEA/PI) awarded programs; keeps records of regional grant activities in the host country and keeps post Country Team informed of all MEPI-funded activities; Set agenda for MEPI Committee meetings and provide logistical support; keep records and distribute minutes of Committee meetings; edit grant proposals and other documents in accordance with Committee guidance.
- Responsible for developing and distributing in coordination with NEA/PI and the appropriate MEPI Regional Office informational materials, fact sheets, and application packages; for answering questions of a general nature about MEPI programming; and, in coordination with the appropriate MEPI Regional Office.
- Prepares requests for financial and program close out of grants.
- Assist Embassy Project Officer in obtaining Local Grant applicant agreement on Statements of Work (SOWs); assist Regional Office in obtaining Local Grant applicant agreement on budgets; assist with edits and translation as necessary; Monitors activities approved under individual grants.
- The Administrator builds an effective alumni network which supports MEPI activities and helps to build local capacity and interoperability among the various alumni present in Kuwait (USG programs, higher education, and professional training in the US).
- Conduct basic Public Diplomacy functions, including but not limited to: taking photos of grant activities; writing "success stories"; using social media to promote all Department, and especially MEPI, programs in Kuwait; monitoring press coverage of MEPI activities in the host country; facilitate post participation in MEPI exchange programs, including the identification, recruitment, vetting and selection of candidates. Assist chosen participants with steps involved in the preparation for exchange programs, such as visa applications, preparation of documents, and travel arrangements. Responsible for participating in the planning for continued contact with alumni of MEPI programs.

(NOTE: A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office.)

## **QUALIFICATIONS REQUIRED**

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

1. Possession of Bachelor's degree in Humanities, Politics, International relations, or equivalent.
2. Three years of progressively responsible professional experience in program management, media relations, Post-graduate research and analysis, or governmental relations.
3. Level IV (Fluent) Reading/Writing/Speaking English and Arabic. Ability to type in both languages. Language skills will be tested.
4. Thorough knowledge of the local political landscape, and civil society organizations, particularly women and youth groups.
5. Incumbent must possess excellent oral and written communication skills, demonstrated by the ability to develop succinct and focused public presentations and to draft informative and concise substantive analytical reports.
6. Incumbent also must possess demonstrated interpersonal skills that emphasize both clarity of communication and persuasiveness. Ability to type in both Arabic and English.

## **SELECTION PROCESS**

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

NOTE: Only qualified applicants will be called for a test/interview.

## **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

## TO APPLY

Interested applicants for this position **must** submit the following for consideration of the application:

1. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member (DS-174), which is available on the Embassy's websites: <http://nea.p.state.sbu/sites/kuwait> ; <http://kuwait.usembassy.gov/> **OR**
2. A current résumé or curriculum vitae that provides the same information found on the UAE (DS-174) (see Appendix B); **OR**
3. A combination of both (i.e., Sections 1-24 of the UAE along with the listing of the applicant's work experience attached as a separate sheet; **AND**
4. Copy of high school certificate/university degree (per the qualification requirement above); **AND**
5. Copy of the Civil ID or passport (including the residence permit page); **PLUS**
6. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.

## SUBMIT APPLICATION (BEFORE THE CLOSING DATE) TO:

Human Resources Office  
U.S. Embassy Kuwait  
Bayan, Block 13, Al-Aqsa Mosque Street

**OR**

Email the application to: [HROKuwait@state.gov](mailto:HROKuwait@state.gov)

NOTE: Incomplete or late applications will not be considered.

## POINT OF CONTACT

Human Resources Office  
Telephone: 2259-1001

## CLOSING DATE FOR THIS POSITION: COB October 28, 2015

The U.S. Mission in Kuwait provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the

appropriate grievance procedures, remedies for prohibited personnel practices and/or courts for relief.

## Appendix A DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S. - citizen Eligible Family Member (EFM).

1. **Eligible Family Member (EFM)**: An individual related to a U.S. Government employee in one of the following ways:
  - Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
  - Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
  - Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51% dependent on the employee for support;
  - Sister or brother (including stepsisters and stepbrothers or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51% dependent on the employee for support, unmarried and under 21 years of age, or regardless of age, incapable of self-support.
  
2. **U.S. Citizen Eligible Family Member (USEFM)**: For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:
  - U.S. Citizen; and,
  - EFM (see above) at least 18 years old; and,
  - Listed on the travel orders of a direct-hire Foreign, Civil or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
    - a) Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
    - b) Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

**3. Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders or approved Form OF-126, Foreign Service Residence and Dependency Report, of a sponsoring employee, (i.e., a direct-hire Foreign Service, Civil Service or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority); and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity.

**4. Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

An MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. An MOH does not have to be a U.S. Citizen.

**5. Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

**6. Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

## **Appendix B**

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE. **Failure to do so will result in an incomplete application.**

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle & Last Names as well as any other names used
- F. Current Address, Day, Evening and Cell phone numbers
- G. U.S. Citizenship Status (*Yes or No*) & status of permanent U.S. Resident (*Yes or No; if yes, provide number*)
- H. U.S. Social Security Number and/or Identification Number;
- I. Eligibility to work in the country (*Yes or No*)
- J. Special Accommodations the Mission needs to provide (*Yes or No; if yes, provide explanation*)
- K. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class/Type
- L. Days available to work
- M. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, Agency, Position, Location)
- N. U.S. Eligible Family Member and Veterans Hiring Preference
- O. Education
- P. License, Skills, Training, Membership & Recognition
- Q. Language Skills
- R. Work Experience
- S. References